

City of Greensboro
FY 2022-2023 Fire Sworn Salary Structure
Effective September 1, 2022 through April 30, 2023

Grade	Rank Level	Range Min					Green Zone Min	The 'Green Zone'										Green Zone Max	Range Max		
F09	Fire Chief	117,201	Subject to City's Merit Guidelines				140,641											156,268	171,895	Subject to City's Merit Guidelines	195,335
F08	Deputy Fire Chief	97,640					117,167	Subject to City's Merit Guidelines										130,186	143,205		162,733
F07	Assistant Fire Chief; Fire Marshal	81,560					97,872											108,747	119,622		135,934
F06	Battalion Chief; Deputy Fire Marshal	67,817					81,380											90,422	99,464		113,028
		75%	79%	83%	87%	90%	92%	94%	96%	98%	100%	102%	104%	106%	108%	110%	125%				
		Range Steps																			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max				
F05	Fire Captain; Asst Fire Marshal	57,927	61,016	64,106	66,938	69,512	71,057	72,602	74,147	75,691	77,236	78,781	80,325	81,870	83,415	84,960	Subject to City's Merit Guidelines	96,545			
F04	Fire Lieutenant; Sr Fire Inspector	48,302	50,878	53,454	55,815	57,962	59,250	60,538	61,826	63,114	64,402	65,690	66,978	68,266	69,554	70,842		80,503			
F03	Fire Engineer		46,336	48,682	50,833	52,788	53,961	55,134	56,307	57,480	58,653	59,826	60,999	62,172	63,345	64,518		73,316			
F02	Fire Fighter Sr					48,836	49,921	51,006	52,092	53,177	54,262	55,347	56,432	57,518	58,603	59,688		67,828			
F01	Fire Fighter							43,214	44,133	45,053	45,972	46,891	47,811	48,730	49,650	50,569		50,569			

	Step Rates by Percent Increase															Avg
F05		5.3%	5.1%	4.4%	3.8%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F04		5.3%	5.1%	4.4%	3.8%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F03		5.3%	5.1%	4.4%	3.8%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F02						2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F01								2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	1.98%

Administrative Guidelines

- A. New Firefighter recruits (F01) hired on or after 9/01/2022, will be hired on Step 7. All other sworn personnel hired before 9/01/2022 will remain on their current steps.
- B. Sworn personnel will receive market adjustment increases to their salaries on September 1, 2022. Employee's salary increase is capped at the new Range Max of their current Pay Grade. Increase percentages are listed below:
F01 = 16.1% ; F02 = 10.6% ; F03 = 9.9% ; F04 = 5% ; F05 = 5% ; F06 = 5% ; F07 = 5.2% ; F08 = 5% ; F09 = 5%
- C. Normal promotional increase from Fire Fighter to Fire Fighter Sr. should be to the step that is the closest to a 5% increase of current salary.
- D. Normal promotional increase from Fire Fighter Sr to Fire Engineer should be to the step that is the closest to a 5% increase of current salary.
- E. Normal promotional increase from Fire Fighter Sr. to Fire Lieutenant, or from Fire Engineer to Fire Lieutenant, should be to the step that is the closest to a 10% increase of current salary.
- F. Normal promotional increase from Fire Lieutenant to Fire Captain should be to the step that is the closest to a 10% increase of current salary.
- G. Normal promotional increases to the grades of F04 through F09 will be to the Green Zone Minimum (Step 5), if the promotional increase directed by the preceding rules does not bring the new salary to the Green Zone Minimum.
- H. Normal promotional increase from Fire Captain (F05) to exempt ranks of Battalion Chief (F06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- I. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- J. All employees must be paid at least the range minimums of their assigned rank within the salary structure.